

# MHSA Education and Training Component

DRAFT WORKFORCE  
EDUCATION AND TRAINING  
FIVE-YEAR STRATEGIC  
PLAN

April 25 - 26, 2006

# Draft Five-Year Plan

*The Mental Health Services Act (Act) stipulates that California will develop a five-year education and training development plan (Five-Year Plan)*

- Department of Mental Health responsible for its development
- Review and approval by Mental Health Planning Council
- Oversight by Oversight and Accountability Commission
- In draft form until an inclusive stakeholder process is completed for all parts of the plan

Leadership from the following organizations were invited to participate in the development of this first draft and comment on its content:

- California Network of Mental Health Clients
- National Alliance for the Mentally Ill California
- California Mental Health Directors Association
- California Association Social Rehabilitation Agencies
- California Mental Health Planning Council
- California Institute for Mental Health
- United Advocates for Children of California
- Department of Mental Health MHSa Team
- Office of Multicultural Services
- Professional Mental Health Occupations Representatives

# Draft Five-Year Plan

- This first draft is an outline of a strategic planning process
- Contains Mission, Core Values, Vision Statement, Needs Assessment strategy, Goals and Objectives
- Stakeholders input requested on strategic planning format and language

# Mission

California will develop and maintain a sufficient workforce capable of providing consumer-driven, culturally competent services that promote wellness, recovery and resiliency, and lead to evidence-based, values-driven outcomes.

# Core Values

- Promote wellness, recovery and resilience
- Increase consumer and family member involvement and employment in service delivery
- Develop a diverse, culturally sensitive and competent workforce
- Deliver individualized, consumer-driven services
- Outreach to underserved and unserved populations

# Vision Statement

- **Leadership** – recognizes and supports successful individuals, programs and practices
- **Responsive** – must meet Community Services and Support workforce needs at all levels
- **Inclusion** – engages all stakeholders, including consumers and their families
- **Fidelity** – adheres to the intent of the Act
- **Relevance** – needs to incrementally improve the workforce

# Needs Assessment Strategy

The Department, in partnership with stakeholders, will develop an ongoing needs assessment process that will measure workforce need, capacity to meet the need, and provide valid data to facilitate planning both short- and long-term actions to meet the Five-Year Plan Objectives



# Goals

- The Goals provide broadly defined strategic directions
- **Goal #1** – Develop sufficient qualified individuals for a diverse public mental health workforce
- **Goal #2** – Increase the quality and success of educating and training the public mental health workforce in the expressed values of the Act
- **Goal #3** – Increase the partnership and collaboration of all entities involved in public mental health education and training

# Objectives

- The Objectives list the specific outcomes that have been stipulated in the Education and Training Component of the Act
- These Objectives provide a structure to create a realistic set of actions that are matched to assessed need, funded, administered and reported as accomplishments

# Objectives

- A. Expand postsecondary education capacity
- B. Expand loan forgiveness, scholarship programs
- C. Create stipend programs
- D. Promote employment of consumers, family members in MH system
- E. Develop curricula in accordance with Act values
- F. Include cultural competency in all training and education programs
- G. Establish regional partnerships
- H. Increase MH career development opportunities
- I. Promote meaningful inclusion of consumers, family members in all training and education programs

# Next Steps

- Incorporate stakeholder input on Five-Year Plan structure
- Draft Needs Assessment Process
- Draft short-term actions to Five-Year Plan
- Receive and incorporate stakeholder input

# Stakeholder Input Requested

- What are the education and training needs right now of California's public mental health workforce?
- What actions are recommended right now to address these education and training needs?
- Any other recommendations to consider?

# How to Provide Input

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Information posted at:

<http://www.dmh.ca.gov/mhsa/EducTrain.asp>